

June 27, 2018

**AMEND BOARD REPORT 08-0227-PO1**  
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**RESIDENCY POLICY FOR ALL EMPLOYEES OF THE BOARD OF EDUCATION**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the Chicago Board of Education amend its policy regarding residency for all employees of the Board

of Education. This June 2018 amendment will allow teachers with a Special Needs waiver to become

~~POLICY TEXT~~

- I. **Introduction.** The boundaries of the school district under the charge of the Board of Education of the City of Chicago are coterminous with the boundaries of the City of Chicago. It has been, and continues to be, the belief of the governing board of the district that it is desirable to maintain a policy requiring that its officers and employees maintain their residence within the City of Chicago and that its educational and governmental purposes are best served by the

The Board of Education, therefore, deems it proper and appropriate to maintain a residency requirement for its officers and employees for reasons which include, but are not limited to, the following:

F. "Material omission of fact" means the employee's intentional failure to disclose his/her actual residence for purposes of concealing from the Board his/her non-compliance with the actual residence requirements of this Policy.

III. **Current Employees Hired On or After November 20, 1996.** All employees hired on or after November 20, 1996 will be required to be actual residents of the City of Chicago within six months from the day their employment begins, except where the employee has been granted a

waiver in accordance with the provisions of this Policy. This residency requirement includes principals. A Sworn Residency statement must be completed by each prospective employee by the time his or her employment with the Board begins.

Employees who are hired without being actual residents shall have an affirmative obligation to

**VII. Penalties for Violation of the Residency Policy.**

A. *Principals and Tenured Teachers.* According to the Illinois School Code, tenured

"remediable" conduct which employees have been specifically warned may lead to their dismissal if repeated. The School Code defines "irremediable" conduct as conduct which is cruel, immoral, negligent, or criminal or which in any way causes psychological harm or injury to a student. 105 ILCS 5/34-85. The Board shall consider any tenured teacher or principal to have engaged in irremediable conduct and subject to dismissal without prior ~~warning if he/she has intentionally misrepresented his/her actual residence, whether such~~

to be employed in a special needs position, or accepts a principal, assistant principal or resident

principal position without an interruption in employment with the Board. Special needs waivers granted under this section shall expire on a date certain. In January or February of each year, upon recommendation of the Department of Human Resources, the Board shall designate special

needs positions to which special needs waivers shall apply. The Human Resources Department